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DD/ST# 299-68

OEL-071/68

ADM-13.4

23 JAN 1968

MEMORANDUM FOR: Dr. Donald F. Chamberlain
DD/S&T Representative
DCI's Committee on Professional
Manpower

SUBJECT: DCI's Committee on Professional
Manpower

REFERENCE: Memorandum to D/OEL from Dr. Chamberlain,
Dated 10 January 1968, Same Subject

1. The purpose of this memorandum is to provide the Office of ELINT response to the Reference. Paragraph 2 contains concise answers to your questions and the attachment (envelope) contains the supervisors' completed evaluations for the Professional Employee Rating Form.

2. Our position on the questions posed in the Reference are as follows with all paragraph references the same as contained in your memorandum.

a. Reference Paragraph (1) - Position qualification standards are established by the Office of ELINT (OEL) Career Service Panel (CSP) and approved by the Director of ELINT. In general, the procedure is for the responsible Division Chief to draft position standards and then to have these introduced, reviewed and approved by the CSP with final approval by the Director of ELINT. In those instances where the position comes under the immediate supervision of the Director of ELINT, e.g., Executive Officer, Deputy Director, etc., the Director of ELINT will either prepare the position standards or task the Deputy Director, as appropriate, for such preparation.

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GROUP 1
Excluded from automatic
downgrading and
declassification

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Position standards once approved by the Director of ELINT are then fully coordinated with representatives of the Office of Personnel, Wage and Classification Division, to insure that they are consistent with Agency standards.

b. Reference Paragraph (2) - Position qualification standards have been increased since the Office of ELINT was established approximately five and one-half years ago. This increase has been due to the complexity of the mission assigned to this Office, the changing and ever more sophisticated ELINT collection and processing environment and the concurrent need to acquire personnel capable of performing in such an arena.

c. Reference Paragraph (3) - In general we believe that both the quality of applicants and the personnel who have been acquired under the Agency recruiting program have met, and in many cases exceed, the requirements. Our principal problem during the past year has been the absence of additional needed manpower positions and the necessary authority to hire the highly skilled personnel who have become available for employment against such positions.

d. Reference Paragraph (4) - We believe that the OEL position standards employed for recruiting personnel are generally satisfactory. This does not imply a complacent attitude for the CSP has these standards under continuous review and update.

e. Reference Paragraph (5) - "Coners" in this Office are identified in the following ways:

(1) The OEL personnel strength is small enough that really outstanding work is recognized very early in career development by all levels of supervision.

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(2) Fitness reports provide an additional opportunity.

(3) Comments received from senior personnel of other U.S. Government agencies (e.g., NSA, DIA, USAF, etc.) as well as those from contractors with whom our project officers have relationships.

Career development for "Comers" is planned by the Division Chief, the CSP and the Director of KLINT. Personnel in grades GS-13 and GS-14 (including some junior GS-15's) who have performed in an outstanding manner are identified by the CSP for attendance at the Mid-Career Development Program. A priority listing for attendance is established at the start of each calendar year.

f. Reference Paragraph (6) - We believe that there is the necessary leadership potential as described in your memorandum.

g. Reference Paragraph (7) - The following are our suggestions:

(1) The Agency recruiting in competition with other U.S. government agencies might be improved if Agency recruiters were permitted to :

(a) more clearly identify favorable unique retirement and benefit programs,

(b) "play up" the paramount role of the Agency in U.S. intelligence matters, and

(c) emphasize the very large number of highly significant national programs in R&D and scientific fields which are controlled or directed by this Agency.

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(2) In relation to industry and business - the same as for other U.S. government agencies.

(3) In relation to universities - the same for other U.S. government agencies.

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GEORGE C. MILLER
Director of ELINT
DD/S&T

Attachment:
Professional Employee
Rating Forms

Distribution:

- O & 1 w/att - Addressee
- 1 - C/ASS/DD/S&T
- ✓ 1 - DD/S&T Registry
- 1 - D/OEL
- 1 - COS/OEL
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